

Power Plays Tools Compass for workplace sexist harassment prevention

If you want to take action to prevent sexist harassment in your workplace, there are different kinds of prevention tools to choose from. It is important to know the pros and cons of each kind of prevention tool. Often you will need to combine several tools to work comprehensively with the prevention of sexist harassment in your workplace.

As an employer you will have tools to:

- develop awareness about SH
- recognize and identify SH
- further the dialogue on what is appropriate and inappropriate behaviour at the workplace
- promote openness, involvement, and collective responsibility at the workplace

AWARENESS RAISING

As an employee you will have tools to:

- acquire knowledge of sexist harassment
- acquire knowledge of how to recognize SH
- create safe spaces to share experiences of SH
- acquire strategies for responding safely and adequately to workplace SH
- engage in collective work to prevent SH in the workplace

As an employer you will have tools for:

- documenting and examining the prevalence of SH in the workplace
- mapping the work culture by using questionnaires, interviews, and reviewing routines, procedures, and policies
- generating data that can instigate SH prevention work

MAPPING TOOLS



GUIDELINES

As an employee you will have data that:

- contextualises individual experiences of workplace SH
- may incite dialogue about SH in the workplace

As an employer you will have guidelines for:

- how to prevent SH
- how to intervene in situations of SH
- how to handle SH situations by following the legal protocols

As an employee you will have guidelines on:

- how to act in an SH situation
- what to do if you are subjected to SH
- what to do if your colleague is subjected to SH
- what your legal rights are in cases of SH

You can read a more detailed mapping of available sexist harassment prevention tools in Denmark, Finland, and Sweden in the research report: *Preventing sexist harassment in the workplace* — A mapping and typology of available sexist harassment prevention tools in Denmark, Finland, and Sweden (2023) available at https://www.jamstalldutveckling.se/power-plays. In appendix 2 of the report, you will find an overview of all the available tools in each of the three countries.

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